



# WASHINGTON State Employee

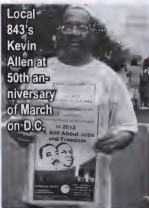
## WFSE/AFSCME at center of changing face of U.S. labor

### Faces of our future

Althea Lute Scholarship winner  
Mesgana Abraham (left) and  
father, Michael Abraham.  
Local 1488.  
Details: 8.



Local 843's  
Kevin  
Allen at  
50th an-  
niversary  
of March  
on D.C.



The AFL-CIO Convention  
earlier this month in Los  
Angeles changed the face  
of labor by forging new ties  
to community organizing  
and coalition partners.  
Nothing new to WFSE/  
AFSCME whose members  
have pioneered new ways  
to expand the fight for the  
Middle Class and working  
families.

INSIDE: See pages 4-8



WFSE/AFSCME Council Rep Joe Kendo (left) and Journey Organizer  
Nikki Diaz at the Scott Walker "Not in Our State" action Sept. 5 in Seattle.

### Solidarity around a campfire

Story on page 3



### Insee rolls out "Results Washington"; our comments encouraged

Gov. Jay Insee on Sept. 10  
unveiled his "Results Wash-  
ington" reform plan that his  
team says "aims to make state



government more effective,  
efficient, accountable and  
transparent."

The Governor's Office  
says the goals for Results  
Washington "reflect what  
matters most to Washing-  
tonians. By routinely measur-  
ing and monitoring each goal  
and implementing improve-  
ment plans, we will drive toward  
producing results in five key  
areas: world-class education;  
prosperous economy; sus-  
tainable energy and a clean  
environment; healthy and safe  
communities; and efficient,  
effective and accountable gov-  
ernment."

WFSE/AFSCME mem-  
bers are encouraged to review  
Results Washington and make  
comments. Go to the Results  
Washington website: <http://www.results.wa.gov/>

## At WSU, actions speak louder than words

Dynamic Local 1066 members face off with university to make  
treatment of workers 'World Class' -- not just a PR slogan

### Union moves against WSU treatment of key steward, activist

WFSE/AFSCME on  
Aug. 23 filed an  
unfair labor prac-  
tice complaint charging  
Washington State Univer-  
sity with discrimination for  
its demotion of longtime  
steward and activist Gerry  
Stamper.

The ULP complaint  
filed with the Public Em-  
ployment Relations Com-  
mission says WSU discrim-

inated against Stamper for his  
union activities, including as  
a steward, bargaining team  
member and member of the  
Local 1066 Executive Board.

The union says WSU's  
actions were meant to take  
away Stamper's bargaining  
and contract rights -- and at-  
tack his proven effectiveness  
representing members.

See STAMPER, page 2



Gerry Stamper  
Demoted to stifle his effective  
representation of members, union  
charges

### WSU found guilty of unfair labor practice

The Public Employment Relations Com-  
mission on Aug. 15 found Washington  
State University guilty of an unfair  
labor practice for bad-faith bargaining in a  
series of events prompted by repairs to the  
WSU president's residence roof.

PERC ordered WSU to negotiate in good  
faith with the Federation.

PERC's ruling bolstered WSU members'

contract rights and showed the value of hav-  
ing a collective bargaining agreement to fight  
the kind of management "gotchas" that arose  
in this case.

PERC ruled that in the course of events  
over the alleged contracting out in 2010 and  
2011, WSU raised a 45-day bargaining limita-

See WSU ULP, page 2

## Devereux 'Meet market demands' to Inslee: in state employee bargaining

National Public Radio interviewed WFSE/AFSCME Executive Director Greg Devereux earlier this month about Gov. Jay Inslee's raises of 12 of his 25 cabinet members – ranging from 2 percent to 8 percent.

The Governor's Office said it was to bring "parity" with other counterparts.

Devereux said the same market rate parity philosophy should extend to the rest of state employees at the bargaining table.

"It sounds like they went through a fair, deliberate process," he told NPR.

### FACT:

According to the most recent state salary survey, 82 percent of state employees earn below market rate, with 30 percent falling more than 25 percent behind comparable counterparts.

"Devereux says the governor should take the same approach when the time comes to negotiate new contracts with state workers.

"We would hope that just as cabinet member's salaries have been adjusted to meet market demands that the same thing would apply to

### MORE ONLINE

Read and/or hear the full NPR report at: <http://kplu.org/post/governor-boosts-salaries-several-cabinet-positions>

**Reminder:** Don't hold onto any ideas for the next contract. Bargaining proposals for 2015-2017 contracts due Oct. 7. Download forms at [wfse.org](http://wfse.org) > COLLECTIVE BARGAINING.

state worker salary survey issues," he said.

## Wage re-opener at Evergreen brings \$150,000 in new money for members

Classified staff covered by the WFSE/AFSCME contract at The Evergreen State College in Olympia will get a lump sum payment of more than \$550 this November under successful wage re-opener

provisions for the current, 2013-2015 contract.

The agreement came Sept. 4 between the Federation TESC Classified Staff Bargaining Team and the college.

In addition to 98 per-

cent of TESC Classified Staff receiving the M Step of 2.5 percent within the term of the 2013-2015 contract – and a guaranteed 1 percent cost-of-living-adjustment raise on July 1, 2014 – the TESC team

successfully negotiated over \$150,000 in new money.

This will be distributed equally amongst classified staff in a lump sum payment of \$551 on Nov. 10, 2013, just before the holiday season. The

memorandum of understanding with the lump sum payment is subject to approval by the TESC Board of Trustees, which was scheduled to meet Sept. 23.

## Meanwhile, WSU team presses wage re-opener fight with call for audit

At press time, Washington State University members were planning visibility actions to press their case for a fair wage re-opener package under their new 2013-2015 contract.

The contract covers members at several WSU locations around the state, including the main campus in Pullman, Puyallup and Spokane.

The WSU Bargaining Team on

Sept. 3 requested an audit of the university's finances to evaluate the administration's claims on how much money it has for raises for classified staff covered by the contract.

The team will return to the bargaining table following that audit.

In question are the raises that were negotiated a year ago, requested through

the Legislature but not funded in the final budget.

To recap, at the end of September 2012 the university made an 11<sup>th</sup>-hour offer of 8 percent cost-of-living adjustments over two years in order to complete the contract in time for the budget office to include it in the state budget.

WSU insists that the request to the

Legislature is all they needed to do to fulfill their obligation under the 2013-2015 contract, the team reports.

Though the university has approved a raise of 4 percent for all faculty and administrative staff funded by WSU, they have not thus far been willing to extend the same COLA benefit to bargaining union members.

WSU cited a lack of funds to achieve that goal. Thus, the union's audit request. The fight for a fair package under the wage re-opener negotiations will continue as the union team presses the university to provide relevant financial information.

## STAMPER, from page 1

"Stamper has been active in otherwise assisting his union, and is known to WSU management to have been assisting the union, in numerous grievances and unfair labor practice proceedings," the union charges. "Stamper

was the steward assigned to at least nine previous grievances submitted by the union. Several of the grievances were group grievances pursued on behalf of many or all of the bargaining union members."

And, the union says, WSU targeted Stamper for "protecting his own contract rights through the union's grievance procedure. Stamper has been

a grievant in at least 12 grievances against the employer."

On Feb. 7, WSU demoted Stamper from a maintenance mechanic 1 to a custodian 1. That demotion removed Stamper from the bargaining unit and stripped him of his collective bargaining rights. It was "disproportionate discipline" compared to discipline of other employees who have

not been as active in the union as Stamper, the union says.

The union also charges that WSU's timing of its actions against Stamper were meant to inflame other members to reconsider the union – that "other bargaining unit members reasonably could and did perceive that Stamper's discipline was in reprisal for Stamper's union activi-

ties and a discouragement of membership in the WFSE."

The union asks PERC to find WSU guilty of discrimination and interfering with employee rights, to cease and desist from such interference – and to rescind Stamper's demotion and make him whole as far as lost wages and benefits.

## WSU ULP, from page 1

2011, WSU raised a 45-day bargaining limitation after it

had agreed to negotiations on the issues.

"Gotcha" has no place in labor relations and is not conducive to the public interest in stable public sector labor relationships," PERC ruled. "In this instance, the employer invoked the 45-day contract limitation period after it agreed to meet with the union to discuss the demands to bargain and on the Friday

before the Monday meeting.

"When the parties were scheduling the meeting, many of the demands to bargain were aging. At no time did the employer raise its concern with the union that the demands to bargain were outside of the bargaining period. At no time did the employer communicate to the union that it would begin following the contractual language.

These behaviors are not evidence of an intent to bargain in good faith.

"It is incumbent on the parties to a collective bargaining agreement to communicate. The employer waited until a very late hour to communicate to the union that it would not bargain. The record does not contain evidence of when the employer determined that it would not bar-

gain over demands to bargain that were outside of the 45-day period. The employer's actions amount to 'gotcha' and frustrated the bargaining process."

PERC also ordered WSU to read the guilty verdict at a meeting of the university's Board of Regents.

WSU appealed the decision to Whitman County Superior Court Sept. 16.

## State Employee

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U.S. Treasury Department rules on same-sex couple IRS filings.

In light of Washington's marriage equality law, many members have asked about how agencies will deal with them for income tax purposes. The U.S. Treasury Department on Aug. 29 ruled

that legally married same-sex couples will be treated as married for federal income tax purposes. This comes two months after the U.S. Supreme Court struck down the Defense of Marriage Act.

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# THE FEDERATION COMMUNITY



## Howard Ocobock Memorial Family Campout

Sept. 13-15 at Cornet Bay Environmental Learning Center in Deception Pass State Park

Annual events named in honor of Howard Ocobock, WFSE/AFSCME VP, 2004-2009, who died in 2009

## Solidarity around a campfire

Some 60 Federation members and their families showed that solidarity can come from making s'mores around a campfire or hiking, biking and playing games.

They were the campers at this year's Howard Ocobock Memorial Family Campout at the Cornet Bay Environmental Living Center in Deception Pass State Park on Whidbey Island.

Making the family campout even cooler were parks staff and volunteers like **Rick Colombo**, who gave an afternoon interpretive presentation on the history and uniqueness of the park.

Colombo, along with parks staff **Rick Blank** (assistant parks manager), **Bill Ruh** (senior park aide), **Jason Stapert** (ranger, 2-seasonal) and **Steve Shanks** (park aide), were the special guests at the Saturday night barbecue.

"I'm blessed to be here at this place," said Blank, a 42-year parks employee (23 at Deception Pass), at the after-dinner talk around a warm campfire on a



Parks staff surprised campers with the skeleton head of a gray whale that had died in the area. **BACK** (from left) — **Steve Shanks**, park aide; and **Joemyah Reed**, daughter of **Danvonique Reed**, DSHS, Everett. **FRONT** (from left): **Christopher Davis**, son of **Clare Cash-Davis**, Local 948, DSHS, Arlington; **Jemyre Reed**; **Jeremy Reed Jr.** (with whale's baleen); and Deception Pass park interpreter **Rick Colombo**.



**ABOVE AND LEFT:** Campers listen intently to Rick Colombo's presentation at campfire bowl at Cornet Bay.



**Sharon Maupin** and granddaughter **Summer Crandell**, 2 1/2, with pelt that parks interpreter **Rick Colombo** used as part of his interpretive talk about the history of Deception Pass, including its role in the fur trade of the 18<sup>th</sup> and 19<sup>th</sup> centuries. Maupin, Local 1381, is a custodian at Whatcom Community College in Bellingham. Summer is the daughter of Maupin's son, **Matt Crandell**, Local 1381, a garden and nursery services specialist at Whatcom CC.

cool, foggy night.

The annual campouts were inspired by outdoor lover **Howard Ocobock**, WFSE/AFSCME's vice president, who died in 2009.

The union's Mem-

bers Only Benefits Committee organizes them.

Committee Chair **Randy Kurtz** of Local 948 dedicated the 2013 campout not only to Ocobock, but also to the late **Marty Harris**, the Local 313 member and



**Benjamin Hagen**, 3 (left) and **Tyler Hagen**, 6, enjoy breakfast — waffles with whipped cream. They're the sons of **Rick Hagen**, a Community Corrections specialist with the Department of Corrections in Olympia, Local 443, and **Jolce Hagen**, a health investigator with the Department of Health in Olympia, Local 443. Benjie and Tyler ate breakfast with Uncle **Bill Copland**, a Community Corrections specialist with DOC in the Tri-Cities, Local 1253.

committee member who pitched in on recent campouts, and **Karen Mork**, Local 862, another committee member unable to attend because of a serious injury (see her shared leave request on page 7).

## NEXT YEAR'S CAMPOUT....

If this looks like fun, mark your calendar for Sept. 12-14, 2014, for the 2014 campout at Brooks Memorial State Park's Environmental Learning Center north of Goldendale in south central Washington.

## Locals' summer picnics



Ellensburg-area Local 1301 showed the spirit of many locals this summer as they celebrated the family side of solidarity at their annual picnic Aug. 24 at South Cle Elum Park in Cle Elum. About 30 members and their families enjoyed food, door prizes and a bouncy house for the kids. It took a lot of work but the pay off is these families now appreciate who created weekends and 40-hour work weeks — **UNIONS DID!** Local 1301's picnic was just one of several sponsored by WFSE/AFSCME locals this summer.

## Harbor Days



At Harbor Days booth Aug. 30 (from left): **Cole Jensen**, RPEC; **Tim Welch**, WFSE/AFSCME; **Maria Pedersen**, Local 443; and **Laura Reisdorf**, WFSE/AFSCME.

The Federation co-sponsored Olympia's Harbor Days over Labor Day Weekend and joined with the Retired Public Employees Council of Washington (RPEC)/AFSCME, Olympia Local 443 and AFSCME International to staff a booth promoting the union and working class American jobs. Kids of all ages spun a wheel for union-made candy, parents got info on how to buy union candy for Halloween and children got AFSCME coloring books to learn about unions, Martin Luther King and Memphis and the Civil Rights Movement. A great community outreach event! Watch the video on our YouTube Channel: <http://www.wfse.org/wfse-and-pec-members-share-booth-at-harbor-days-event/>



# State audit 'blueprint' to close developmental disabilities centers

■ Seattle Times, others use Auditor's findings to push closure of residential habilitation centers

**A**nti-state employee forces have embraced a recent state audit to re-arm their fanatical crusade to close this state's four residential habilitation centers (RHCs) that care for some of this state's most profoundly disabled citizens.

The corporate Seattle Times Editorial Board on Aug. 24 urged Gov. Jay Inslee and the Legislature to "heed a recent audit and work to close expensive state institutions."

Dedicated RHC members and allies shot back.

"I see this latest study... being another blueprint to continue the attacks on the residential habilitation centers," Local 1326 member and DD advocate Julianne Moore told the Joint Legislative Audit and Review Committee Aug. 14.

Moore works at Yakima Valley School in Selah, one of the four RHCs.



Julianne Moore of Local 1326 (left) and WFSE/AFSCME Lobbyist Matt Zuvich voice concerns Aug. 14 about Auditor's findings attacking Washington's four state-run residential habilitation centers -- including Yakima Valley School where Moore works.

The offending study came from State Auditor Troy Kelley in an audit issued July 31.

The union agreed with parts of the study to improve

developmental disabilities services for all who need them.

But the union rejected the underlying assumption that



Legislators on the Joint Legislative Audit and Review Committee (JLARC) listen to WFSE/AFSCME testimony Aug. 14.

residential habilitation centers are the problem, are "segregated" and that they, perhaps, should be closed.

"The idea that people who live in RHCs are segregated...is absolutely not true," Moore said. "People who live in the RHCs are part of their communities."

The four RHCs -- Yakima Valley School in Selah, Rainier School in Buckley, Lakeland Village in Medical Lake and Fircrest School in Shoreline -- care for some of the state's most profoundly disabled citizens.

Spreadsheets based on apples-oranges comparison often make RHCs look too expensive. But based on activity levels, levels of care and a federal reimbursement of 54 percent of the cost, they actually are cost-effective.

Attacking RHCs is the wrong solution. Moore said all parties need to take a holistic approach.

"The whole system needs to be looked at..." she said. "We who work in the RHCs have advocated that...they become 'Centers of Excellence' to help people in the community stay in the community. We have extensive training, knowledge and compassion for the families that get no services...."

"We want to help those people but we keep running into a brick wall."

Federation Lobbyist Matt Zuvich said RHC members stand ready to join a common-sense solution.

"We agree...we don't spend enough resources as a state on this vulnerable community..." Zuvich said.

"The DD community does need more resources. We believe that's the elephant in the living room."

## SEE FOR YOURSELF

**RHC audit online:** <http://www.sao.wa.gov/AuditReports/AuditReportFiles/ar1009938.pdf>

## We have to make sure Washington doesn't follow New York's lead

Will Washington go the way of New York?

In the wake of the recent state audit, will politicians move to close our four state residential habilitation centers?

RHC members have a record of fighting back, but in the past 20 years, both Interlake School in Medical Lake and Frances Haddon Morgan Center in Bremerton have closed.

Will Washington go the way of New York?

There, AFSCME members of CSEA Local 1000 were recently "blindsided"

by Democratic Gov. Andrew Cuomo's announcement he would close four state-run camps caring for developmentally disabled citizens.

(Cuomo also plans to close four correctional facilities and consolidate 24 state psychiatric centers into 15, heavily impacting long-term and children's mental health services.)

New York's attack on four devel-

opmentally disabled care campuses is eerily similar to the renewed attacks on Washington's four residential habilitation centers.

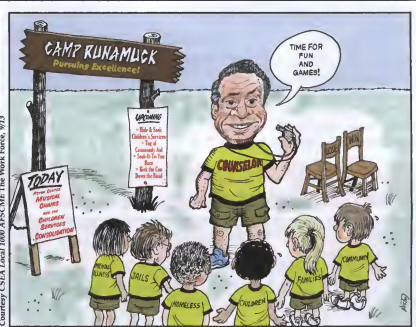
"As with other state agencies, the (Cuomo) administration has been moving rapidly and many fear, often with inadequate planning, to downsize and/or privatize agencies and job functions throughout the state," reporters David Galarza and Therese Assalian wrote in the September 2103 edition

of CSEA's newspaper, The Work Force.

"The financial sacrifices workers made in recent contracts to avoid layoffs combined with the workload they've had to endure due to low staffing, is not lost on these workers," CSEA reported.

"We have done our part and kept our end of the bargain, and this is what we get," said Faye Wilkie-Fields, who cares for developmentally disabled New Yorkers at a Brooklyn facility. "It feels like another form of union-busting."

Our CSEA



**Live from New York:** AFSCME CSEA Local 1000 parodies Gov. Cuomo's attack on DD and other state institutions -- a tragedy we hope stays in the Empire State, brothers and sisters in New York have started calling their governor's administration "Camp Runamuck" after a 1960s TV comedy about a dysfunctional summer camp. Let's hope Washington's leaders don't use the New York model -- and the recent state audit -- to run amok over vital public services for our vulnerable citizens.

## INTERPRETERS LOCAL 1671

### Interpreters reach agreement on overpayment recovery process

WFSE/AFSCME medical interpreter members (Local 1671) on Aug. 22 reached agreement on an overpayment recovery process that will be attached to the 2013-2015 Language Access Providers collective bargaining agreement.



## MORE ONLINE

You can see the memorandum of understanding on the interpreters' contract website at: <http://www.wfse.org/our-contracts/lap-contract-info/> under "MOU overpayments."

From left: Leroy Mould, Local 1671; Sarah Clithorne, WFSE/AFSCME public service sector supervisor; and Milena Waldron, Local 1671.



# THE CHANGING FACE OF OUR MOVEMENT

## WFSE/AFSCME's innovations helped spark AFL-CIO changes

■ Joining forces with common allies to bring a fair helping of decency to working families is nothing new to WFSE/AFSCME -- because we're all in this together

This month's AFL-CIO Convention in Los Angeles changed the face of the labor movement across America.

Organized Labor formally embraced community organizing and invited millions of non-union members from community allies to join a reinvigorated movement to build "a broad coalition to advance a worker-friendly political and economic agenda," according to the New York Times.

This includes embracing and expanding the "worker center" concept we've seen with the "OURWalmart" campaign, the Seattle affordable wage movement and the fair wages for fast food workers.

This may mean campaigns to achieve goals on a fast track without getting bogged down in the sometimes-traditional organizing model of card checks, elections and traditional bargaining.

"This convention brings together community partners with labor to build a movement committed to creating shared prosperity for America's working class and to organize a collective voice at the workplace and in our communities," WSLC President Jeff Johnson reported from Los Angeles.

"The goals of the convention are to begin the process of building labor-community density for leveraging real



power to change the path of our economy and democracy to reflect the needs of America's working families."

**AFL-CIO delegates** elected Tefere Gebre as executive vice president. Born in Ethiopia, he is the first foreign-born trade unionist ever elected to one of the AFL-CIO officer positions.

Gebre is a member of the United



Gebre



Food and Commercial Workers, which just returned to the AFL-CIO.

But he is most known as head of the Orange County (California) Cen-

GIVE ONLINE FEEDBACK



AFSCME wants your feedback. Working people need a stronger voice now more than ever. How do we build a strong labor movement in these challenging times?

Take the survey at:  
<https://www.surveymonkey.com/s/futureoflabor>  
Or click on the Shared Prosperity icon at [afscme.org](http://afscme.org).

tral Labor Council, where he doubled union membership in one of the most conservative counties in America.

*But this kind of outreach is nothing new to the members of the Washington Federation of State Employees. We've been doing it for years -- and now our example is helping transform the face of our movement across the US and even the world.*

*On this page and throughout this edition of the Washington State Employee, online at [wfse.org](http://wfse.org) and on our social network pages are some recent examples of WFSE/AFSCME's leading role in this transformation.*

### LOCAL 843



State Human Services members of Local 843 in King County continue their successful "outside the workplace" activities in the community. That included distributing school supplies, buttons and stickers at the 2013 Central District Street Fair in Seattle. Local 843 members also took part in Seattle's march commemorating the 50th anniversary of the March on Washington (see page 8) and the MLKCLC Labor Day Picnic.

### HEALTH CARE AUTHORITY



Health Care Authority members in Olympia held a visibility event Sept. 5 to reverse a recent management decision to deny them use of meeting rooms.

"There was a great turnout at the HCA job action in front of Cherry Street Plaza," Local 443 member **Linda Erickson** said. "Over 100 people signed a petition today asking management to respect the CBA (collective bargaining agreement) and work with WFSE to schedule WFSE lunch and learns IN the building."

### CENTRAL WASHINGTON UNIVERSITY

**Central Washington University members win three key victories**

Members at Central Washington University in Ellensburg have settled an unfair labor practice complaint and two grievances over contracting out and safety.

One agreement resolved a contracting out dispute -- and the settlement will bring a week's pay (or 40 hours pay) to five CWU Local 330 members: **Christopher Stebbins, Lyle Rushton, Larry Townsend, Dennis Beckett and David Camarata.**

That agreement came Aug. 22. It settled a grievance and unfair labor practice complaint the union filed when the university contracted out the installation of fire alarms in Hebel Hall on the CWU campus in Ellensburg.

Under the settlement,



After the three victory settlements (from left): **Desiree Desselte**, WFSE/AFSCME labor advocate; **CWU Local 330 President Chris Stebbins**; **Local 330 VP Skip Jensen**; and **Phedra Quincey**, WFSE/AFSCME council representative.

CWU also admitted it did not follow the collective bargaining agreement on contracting out that work, and agreed to honor such contract rights when the administration proposes contracting out. The settlement agreement will also go to each CWU cabinet member.

The university also commits to engaging union members in ongoing team building to foster a

"relationship of trust, respect, and mutual cooperation."

As part of the settlement, the Federation withdrew its grievance and ULP complaint.

Another agreement settled a grievance that sprang from a non-bargaining unit supervisor doing repair work on a boiler. That settlement sets up a process to clarify who does what work under the contract and is meant to improve safety.

### LUEBLA



The latest group of local executive board members to complete the AFSCME Local Union Executive Board Leadership Academy (LUEBLA) came from Northwest Washington Local 1060 and Snohomish County State Human Services Employees Local 948: **Kate Rogers, Kenda Bjerkness, Darlene Espinoza, Michele Stelovich, Susan Martinez, Tracy Wilson, Justin Ayers, Rhonda Nichols and John Randolph.**



# THE CHANGING FACE OF OUR MOVEMENT

## Role of the steward in the workplace

Found in WFSE's Steward Policy are four separate goals. One of these goals states: "To ensure that all stewards carry out their roles and responsibilities in a responsible, knowledgeable and effective manner."

Another goal states: "To ensure that stewards fulfill the union's duty of fair representation (see WFSE Steward Handbook) to every member of a represented bargaining unit, without exception."

In the workplace, it is important that stewards know their roles and responsibilities. Stewards are to protect the rights of bargaining unit employees and the union, by enforcing the collective bargaining agreement, other established work rules or laws, and assisting members in workplace investigations or disputes.

Stewards are also to represent bargaining unit employees in the formal grievance procedure. They must always communicate accurate information to the bargaining unit employees, potential

members, other stewards and local union officers. It is also important that the stewards motivate and mobilize members to become actively involved in addressing workplace issues and problems that affect them.

To become a steward, you must be a member in good standing and then attend the WFSE 16-hour "Stewards in Action" training and be appointed by the WFSE President. All Stewards are also encouraged to attend "Continuing Steward Education" classes.

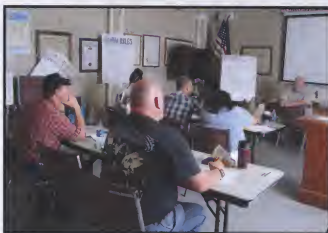
Stewards are there to promote Union values, principles and ideas in the workplace.

Those values include: service, social justice for all, treating each person with dignity and worth, valuing relationships, having integrity and competence and honoring confidentiality.

Stewards are the voice of the workers and strive to improve working conditions in all available forums. Stewards create, foster and promote solidarity within the union, including membership and staff.

While doing all the above, stewards need to be alert and avoid actual or potential con-

## Shop Steward Corner: Wenatchee training



WFSE/AFSCME Council Representatives **Greg Davis** and **Jacqui Tucker** led five participants through the union's Stewards in Action training Aug. 17-18 at the Labor Temple in Wenatchee. The participants were: **Tashia Smith-Hankerson**, Local 1488, University of Washington, Seattle; **Steve Fries**, Local 1299, Department of Transportation, George; **Sam Schneider**, Local 1299, DOT, George; **Peter Schneller**, Local 1299, DSHS, Wenatchee; and **Vanessa Williams**, Local 1299, DSHS, Quincy.

licts of interest. They must always focus on transparency and accountability as the paramount concern while conducting transactions with management.

Finally, stewards help and

assist when their members deal with real life issues.

They can assist a member when dealing with shared leave, reasonable accommodation, the Family Medical Leave Act, Family Care Act,

domestic violence leave and Labor and Industries laws.

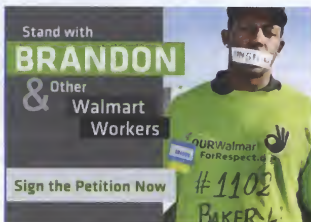


## ICONIC MOMENTS AS WFSE/AFSCME REACHES OUT

### OURWalmart: Supporting fired workers



As part of the OURWalmart community campaign across the country, some 13 activists were arrested and released during a civil disobedience action at the Renton Walmart Sept. 5 in support of workers fired for an earlier protest at the megachain's Arkansas headquarters. Riot police looked on during the peaceful protest



### Seatac: Fair wages



WFSE/AFSCME members across the state are weighing in behind the Seatac Fair Wage Campaign going on the ballot this November. It doesn't matter if you live in Seatac or not — you can raise your hand to show your support for more full-time jobs and a livable wage in Seatac. Sign the online petition at wfe.org to support paid sick leave, more full-time jobs, tip protection and a livable wage for more than 6,000 hard working men and women at SeaTac airport and big airport hotels.

**Fast food workers:** I'll have a strike with a side of fries....

Federation members also supported the Aug. 29 strike by fast food workers in Seattle and across the nation for higher wages. Protesters in Detroit shut down a McDonald's there.



### Walker: Go home!



Dozens of Federation members joined more than 300 who rallied outside the conservative Washington Policy Center's fundraiser Sept. 5 in downtown Seattle to tell the group and its star attraction, Wisconsin Gov. Scott Walker, that Walker's attacks on collective bargaining, environmental standards, health care and education do not reflect this state's values. "Our political leaders say, 'No,' to divisive politics," said David Freiboth, executive secretary of the Martin Luther King County Labor Council.

### Grocery campaign: Good turnout at picket lines



Federation members joined hundreds of other working families and union members Aug. 26 in support of grocery store workers in contentious contract talks with major chain stores in Pierce, King, Snohomish and Kitsap counties.

### Space Needle: Workers get day in court as allies rally outside

The federal government took the Space Needle to trial Sept. 17 for numerous unfair labor practice charges. WFSE/AFSCME members joined workers outside the courtroom to tell the Space Needle to finally serve up some respect and settle a fair contract.

The labor dispute is in its third year, and the Space Needle management has terminated and suspended union activists, told workers that they could be replaced, denied overtime pay to workers, and encouraged workers to resign from the union and not pay their dues.



## SHARED LEAVE REQUESTS

If you've been approved to receive shared leave by your agency or institution, you can place a notice here. Once you've been approved by your agency or institution, WFSE/AFSCME can place your shared leave request here and online. Please include a contact in your agency, usually in human resources, for donors to call. E-mail the editor at [tim@wfse.org](mailto:tim@wfse.org). Or call 1-800-562-6002.

• The following could use a donation of eligible unused annual leave or sick leave or all or part of your personal holiday:

**Karen Mork**, a financial services specialist 4 with DSHS in Chehalis and a member of Local 862, is in need of shared leave after suffering a multiple fracture of her ankle and heel. The impairment will keep her off work for three to six months. Contact: your human resource office.

**Loretta Gutierrez**, a WorkSource specialist 3 with the Employment Department in Renton and a member of Local 435, will be off work two months because of a serious illness. She is in need of shared leave. Contact: Kathryn Roberts, (253) 804-1151, or your human resource

office.

**Angle Hansen-Moore**, an office assistant 3 at Western State Hospital in Lakewood and a member of Local 793, is continuing her lengthy battle against lung cancer. She has exhausted all leave. Contact: The Western State Hospital Human Resource Department, or your human resource office.

**Tia Hanke**, a support enforcement officer 2 in Vancouver and a member of Local 313, has been approved for shared leave for an ongoing medical condition. Contact: your human resource office.

**Laura Hawks**, an attendant counselor manager for DSHS State Operated Living Alternatives in Shoreline, is in desperate need of shared leave to undergo intensive therapy and extensive recovery time for a serious medical condition. Contact: Lisa Bonorden at (425) 339-3987 or [boal300@dshs.wa.gov](mailto:boal300@dshs.wa.gov).

**Jacintha Chaney**, a Workfirst program specialist with DSHS at the Auburn CSO and a member of Local 843, has been approved for shared leave. Contact: your human resource office.

**Katherine Mauchamer**, a financial services specialist

4 with DSHS at the Smokey Point Community Service Office and a member of Local 948, has been approved for shared leave. Contact: your human resource office.

**Michelle Beckwith**, a medical assistance specialist 3 for the Health Care Authority in Olympia, has been approved for shared leave through Sept. 30. Contact: your human resource office.

**Deborah Rustin**, a psychiatric social worker 3 at Western State Hospital in Lakewood and a member of Local 793, has been off work two months because of a back ailment. She has exhausted all leave. Contact: Melvin Weaver in the WSH Human Resource Department at (253) 756-3904, or your human resource office.

**Alissa Slack**, a social service specialist 3 with the DSHS Office of Central Intake (Children's Administration) and a member of Local 843 in Seattle, is in need of shared leave because of a serious medical condition. Contact: your human resource office.

**Amy Bowman**, a financial services specialist 3 with DSHS in Seattle (Bellevue CSO) and a member of Local 843, is in desperate need of shared leave. Because of a neck injury and upcoming brain surgery, she has not

worked since Oct. 4, 2012. Contact: your human resource office.

**Terry Letson**, a window washer at Central Washington University in Ellensburg and a member of Local 330, is in need of shared leave to receive treatment for a serious health condition. Contact: The CWU Human Resources Department at (509) 963-1202.

**Jim Bullard**, a financial services specialist 4 (administrative hearing coordinator) for parts of DSHS Region 2 North and a member of Local 1060 in Bellingham, is in need of shared leave for a serious health condition. Contact: your human resource office.

**Rachel Saunders**, a health services consultant 3 at the Department of Health in Tumwater and a member of Local 443, is still in need of shared leave because of a serious health condition. She has exhausted all leave. Contact: Kim Kenderesi, (360) 236-4058.

**Reginald "Reggie" Taylor**, a developmental disabilities case resource manager with DSHS in Bremerton and a member of Local 1181, is requesting shared leave for a lengthy recovery after recent major surgery. He has exhausted all leave. Contact:

Leona Weltzer, (253) 404-5537, or your human resource office.

**Mike Cannon**, a stationary engineer 2 at Eastern Washington University in Cheney and a member of Local 931, is in need of shared leave as he recovers from major surgery brought on by a serious medical condition. Contact: Vara Lyn Conrath, (509) 359-4300.

**Terri Madison**, an account manager at the Department of Labor and Industries in Tumwater and a member of Local 443, is having surgery and will need at least a month to recover. She has exhausted all leave. Contact: DeAnna McIntosh, (360) 902-5488 or your human resource office.

**Kathy Stoy**, a financial services specialist 5 with DSHS in Spokane and a member of Local 1221, has been approved for shared leave because of a serious medical condition. Contact: your human resource office.

**Diane Lynn Wells**, a developmental disabilities case resource manager with DSHS in Everett and a member of Local 948, is under continued medical care and is in desperate need of shared leave. Contact: Lisa Bonorden, (425) 339-3987 or [boal300@dshs.wa.gov](mailto:boal300@dshs.wa.gov).

## THE CHANGING FACE OF OUR MOVEMENT



From left: WFSE/AFSCME Communications Committee members Rick Hertzog and Larry Flue, WFSE/AFSCME Public Affairs Director (and incoming ILCA VP) Tim Welch, WFSE/AFSCME President Carol Dotlich, Public Affairs Assistant Laura Reisdorph and WFSE/AFSCME VP Sue Henrickson at ILCA Convention Sept. 7 in Los Angeles.

### WFSE/AFSCME Communications Committee joins labor transformation at labor communications convention; win honors for web, video, newspaper

The Federation's Communications Committee, led by President Carol Dotlich, led a six-person delegation to the Sept. 5-7 convention of the International Labor Communications Association (ILCA), AFL-CIO. It met on the eve of the AFL-CIO Convention, also in Los Angeles.

The ILCA convention was devoted to successful worker center and community coalition communications efforts, like those for car washers in New York City, music video dancers in Hollywood and restaurant workers.

Elected to represent the Federation and AFSCME on the ILCA board in this cutting-edge transformation of the labor movement and related communications was WFSE/AFSCME Public Affairs Director Tim Welch.

Kathy Cummings, the Washington State Labor Council's director of communications, was elected ILCA president.

The Federation's Communications Committee-initiated video, digital and print communications won three ILCA Excellence in Labor Journalism Awards.

### WFSE/AFSCME welcomes Japanese labor, public officials



From left: Nagafuji, Nakamura, Welch, Honjo, Kobayashi and Aoba.

A delegation of Japanese union and public officials on a leadership program visited WFSE/AFSCME's Seattle Field Office Aug. 19 for a briefing on labor and politics. The three-week leadership program was sponsored by the U.S. State Department.

The program chose WFSE/AFSCME in part because one of the program's delegates was Hiroo Aoba, administrative secretary for Public Services International-Japan. PSI is like a worldwide AFSCME – it's a global trade union federation that represents 20 million public sector employees in 152 countries. AFSCME has been a major participant in PSI for decades. Former AFSCME Secretary-Treasurer William Lucy served as president of PSI in the 1990s.

In a 90-minute question-and-answer session with WFSE/AFSCME Director of Public Affairs Tim Welch, it became clear that public employees in Japan faced similar challenges with American public workers.

In addition to Aoba, the delegation visiting the Federation were: Two opposing members of the Osaka Prefectural Assembly (similar to our state Legislature) – Hideki Nagafuji of the Osaka Restoration Group and Masaya Nakamura of the Democratic Party of Japan; and two top aides to members of the Japanese parliament – Satoshi Honjo, policy secretary to a member of Japanese Diet House of Representatives, and Taichi Kobayashi, secretary to the Upper House Policy Committee chairman.



# FACES OF OUR FUTURE: 2013 WFSE/AFSCME Scholars (Part 2)



## Althea Lute Scholar

This year's recipient of the \$5,000 Althea Lute Memorial Scholarship:

## UW Local 1488 daughter awarded \$5,000 Althea Lute Memorial Scholarship

**M**esgana Abraham, daughter of Michael Abraham, a custodian at the University of Washington in Seattle and a member of Local 1488, has been awarded the \$5,000 Althea Lute Memorial Scholarship for 2013.

Mesgana, 18, graduated from Edmonds-Woodway High School in June with a 3.9 grade point average.

She plans to attend the University of Washington with the possible goal of pursuing a degree in International Studies or Public Health.

The scholarship is named in honor of Althea Lute, a longtime Local 1488 activist and Federation staff member who died in 2011. She left her mark on the local as well as the Federation's organizing



and political action programs. "It's an honor for sure to win the scholarship," Mesgana said recently in the liv-

ing room of her family's Edmonds home while her proud father looked on.

"It helps a lot with my

### IN THEIR OWN WORDS

**Q**uote: "My parents' highest hopes for me have always included a life path parallel to their own," Mesgana wrote in her scholarship essay.

"As adolescents in Eritrea, my parents were denied access to education by a 30-year war of independence, which forced schools to close in the country. Due to a lack of education and the need to financially provide for my immediate and extended family, my father has worked two full-time janitorial jobs since 1994."

-- Mesgana Abraham, 2013 recipient of the Althea Lute Memorial Scholarship, at left in photo, with father Michael Abraham.

college finances, especially winning in memory of her (Althea Lute). I know she's done a lot for her community and union."

"I'm proud for the opportunity to win this scholarship

— thank you to the union," father Michael Abraham said. "We appreciate it."

Such an opportunity also underscores the American Dream the Abraham family has sought.



## Neville B. Crippen Grant-in-Aid Awards

Spring and Summer 2013 recipients:

Fourteen WFSE/AFSCME members have won Neville B. Crippen Grant-in-Aid Awards for spring and summer quarters 2013.

The Crippen Grants are quarterly awards to help members advance their education or improve their skills.

The latest awards ranged from \$100 to \$300.

For an application, go to [www.wfse.org](http://www.wfse.org) > Member Info > Scholarship Info.

Applications are due at least 30 days before a course begins.

The grants are named after Neville

B. Crippen, the union's first president who had led the fight to create WFSE/AFSCME.

The grant is overseen by a sub-committee of the WFSE/AFSCME Women's/Equal Partners Committee.

### The Spring 2013 recipients:

Lydia Bulega, Local 793, Western State Hospital, Lakewood; Kambria Dumesnil, Local 970, Labor and Industries, Aberdeen; Donnelle Hansen, Local 443, Labor and Industries, Tumwater; Tyrone Mosley Jr., Local

948, DSHS, Lynnwood; Rachel Neville, Local 304, Green River Community College, Auburn; Amanda Rains, Local 443, Commerce, Olympia; Nicole Rice, Local 948, DSHS, Smokey Point; Jami Rider, Local 443, DSHS, Olympia; Rebecca Swingle, Local 443, South Puget Sound Community College, Olympia; and Latrice Wilson, Local 843, DSHS, Seattle.

### The Summer 2013 recipients:

Jemal Barkley, Local 793, Western State Hospital, Lakewood; Lydia

### MORE ONLINE

To check for upcoming scholarships for next year, go to: [www.wfse.org](http://www.wfse.org) > MEMBER RESOURCES > Scholarship Information (<http://www.wfse.org/member-resources/scholarship-info/>).

Bulega, Local 793, Western State Hospital, Lakewood; Beth Kenney, Local 782, Eastern State Hospital, Medical Lake; Mercadee Limbo, Local 491, Rainier School, Buckley; Rachel Neville, Local 304, Green River Community College, Auburn; Maria Schmid, Local 1671, Interpreters, Gig Harbor; and Latrice Wilson, Local 843, DSHS, Seattle.

## THE CHANGING FACE OF OUR MOVEMENT

## WFSE/AFSCME marks 50th Anniversary of March on Washington



State Reps. Luis Moscoso and Steve Conway joined WFSE/AFSCME members Aug. 17 at the Seattle march marking the 50th anniversary of the March on Washington that catapulted the Rev. Dr. Martin Luther King Jr. and the civil rights movement into the mainstream. Then and now, AFSCME has been at the forefront of the civil rights movement. The Seattle march was organized by the Coalition of Black Trade Unionists, of which Federation members have taken a leading role in this region.

### MORE ONLINE

The Federation has produced a YouTube video about the Seattle march and an interview with Local 53 member Paulette Thompson (far right in above photo), the Region 10 representative for the CBTU. To view it look for the "flash" at the top of [wfse.org](http://www.wfse.org).



### IN THEIR OWN WORDS

**Q**uote: "Today, I would say what my father told me years ago. He said always remember you have an extra hill to climb. They are going to look at you as a suspect, not a prospect. Instead of the benefit of the doubt, you will be given doubts without benefits."

-- Kevin Allen, Local 843, DSHS, Seattle, and member of the Seattle Chapter of the A. Phillip Randolph Institute, as quoted by The Lantern Lit blog during 50th anniversary march in Washington, D.C. on Aug. 28.

